Good jobs, great careers, strong communities: Defining job quality together

Building consensus to enhance competitiveness, equity and prosperity

What is job quality?

Job quality is one of five strategic priorities in the state strategic workforce plan, Talent and Prosperity for All. A work group representing the public and private sectors drives the Workforce Board's efforts on this point.

A clear, shared definition of job quality—paired with a practical framework—is essential to guide policy, align interest-holders and drive measurable improvements in Washington's labor market. Without it, efforts to improve jobs risk being fragmented, inconsistent or inequitable.

Draft definition:

Job quality encompasses a continuum of job characteristics that shape worker preferences and well-being while providing employers with the foundation to attract, retain, and fully engage their workforce. Characteristics are grouped into three foundational features: stability, opportunity and belonging.

Learn more about job quality

Scan the QR code to learn more about job quality.

Draft Framework:

Stability refers to the foundational elements of a job that provide workers with consistent and secure conditions, enabling them to maintain their livelihood and plan for the future with confidence. A stable job supports an individual's overall well-being through four interconnected elements.

Opportunity refers to the extent to which a job offers equitable access to growth, learning and long-term career success. It emphasizes removing barriers and creating pathways that allow all workers—regardless of background or starting point—to thrive, adapt, and advance in a changing workforce increasingly shaped by new and emerging technologies, with decisions designed to strengthen both employer competitiveness and worker well-being.

Belonging refers to the extent to which workers feel valued, supported, respected and included in the workplace. It emphasizes the human and relational aspects of job quality—ensuring that employees are not just present, but are heard, empowered, and able to fully participate in shaping their work experience. Belonging is created through three interconnected elements.

Bottom Line

These definitions and framework transform a broad aspiration into a cohesive, strategic, and accountable approach that could drive lasting, positive change in Washington's labor market.

Your feedback matters

Help strengthen the draft Job Quality Framework and Definition by sharing your insights from every industry sector and workforce system interest holder perspective. Scan and fill out our short feedback form today.

WASHINGTON Workforce Training & Education Coordinating Board

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